

9/28/16

ORDINANCE NO. 30216

An ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Sections 34-4, 34-17, 34-19, and 34-45; amending the definition of flex time; changing the titles of Sections 34-17 and 34-19; clarifying which department director determines benefits for a police officer injured while performing off-duty security or traffic control services; providing a saving clause; providing a severability clause; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Paragraph (21) of Section 34-4, "Definitions," of Article I, "General Provisions," of Chapter 34, "Personnel Rules," of the Dallas City Code is amended to read as follows:

"(21) FLEX TIME means a balancing time entry process that provides [~~an~~] exempt employees with the opportunity to substitute additional hours worked outside of his or her normal work schedule for time not worked during the same pay period in order to meet the total 80 hours required in a pay period. Flex time is a balancing entry only and is not paid leave."

SECTION 2. That Section 34-17, "Overtime and Paid Leave," of Article II, "Compensation," of Chapter 34, "Personnel Rules," of the Dallas City Code is retitled "Overtime and Paid Leave for Civilian Employees."

SECTION 3. That Section 34-19, "Overtime and Paid Leave," of Article II, "Compensation," of Chapter 34, "Personnel Rules," of the Dallas City Code is retitled "Work Hours, Paid Leave, and Overtime for Public Safety Employees."

SECTION 4. That Subsection (c) of Section 34-45, "Benefit Policy for Off-Duty Security or Traffic Control Services," of Article VII, "Wage Supplementation," of Chapter 34, "Personnel Rules," of the Dallas City Code is amended to read as follows:

“(c) The determination of whether an officer is entitled to benefits and the extent of benefits under this policy will be made by the director of risk management [~~the city’s director of human resources~~].”

SECTION 5. That Chapter 34 of the Dallas City Code shall remain in full force and effect, save and except as amended by this ordinance. Any proceeding, civil or criminal, based upon events that occurred prior to the effective date of this ordinance are saved, and the former law is continued in effect for that purpose.

SECTION 6. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 7. That this ordinance shall take effect immediately from and after its passage and publication in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so ordained.

APPROVED AS TO FORM:

CHRISTOPHER D. BOWERS, Interim City Attorney

By   
Assistant City Attorney

SEP 28 2016

Passed \_\_\_\_\_

# 2016 Proposed Personnel Rule Changes

# Personnel Rules Reference	Personnel Rule Wording (Current)	Personnel Rule Wording (Recommended)	Recommendation Rationale
1 SEC. 34-4. DEFINITIONS	<p>FLEX TIME means a balancing time entry process that provides an employee with the opportunity to substitute additional hours worked outside of his or her normal work schedule for time not worked during the same pay period in order to meet the total 80 hours required in a pay period. FLEX time is a balancing entry only and is not paid leave.</p>	<p>FLEX TIME means a balancing time entry process that provides exempt employees with the opportunity to substitute additional hours worked outside of his or her normal work schedule for time not worked during the same pay period in order to meet the total 80 hours required in a pay period. FLEX time is a balancing entry only and is not paid leave.</p>	<p>Add the word exempt employees</p>
2 Sec 34-45 BENEFIT POLICY FOR OFF-DUTY SECURITY OR TRAFFIC CONTROL SERVICES (c)	<p>The determination of whether an officer is entitled to benefits and the extent of benefits under this policy will be made by the city's director of human resources. (Ord. Nos. 19340; 22026; 24873; 25389)</p>	<p>The determination of whether an officer is entitled to benefits and the extent of benefits under this policy will be made by the city's director of the office of risk management. (Ord. Nos. 19340; 22026; 24873; 25389)</p>	<p>Update</p>
3 SEC. 34-17 OVERTIME AND PAID LEAVE		<p>SEC. 34-17 OVERTIME AND PAID LEAVE FOR CIVILIAN EMPLOYEES</p>	<p>Update Section Heading</p>
4 SEC. 34-19 WORK HOURS FOR PUBLIC SAFETY EMPLOYEES		<p>SEC. 34-19 WORK HOURS, PAID LEAVE, AND OVERTIME FOR PUBLIC SAFETY EMPLOYEES</p>	<p>Update Section Heading</p>

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## PROOF OF PUBLICATION – LEGAL ADVERTISING

The legal advertisement required for the noted ordinance was published in the Dallas Morning News, the official newspaper of the city, as required by law, and the Dallas City Charter, Chapter XVIII, Section 7.

DATE ADOPTED BY CITY COUNCIL SEP 28 2016

ORDINANCE NUMBER 30216

DATE PUBLISHED OCT 01 2016

ATTESTED BY: